

YOUR CHURCH'S GROWTH AND MINISTRY PLAN



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WHERE ARE WE?

SECTION 1

GENERAL MAKEUP OF YOUR CONGREGATION

Remember, be as specific as possible. If you have a way to discern exact percentages, try to include those. If all you can do is make educated guesses, start there. Most churches have someone who loves to count. Put that person in charge of this. This is simply a guide. Feel free to modify it according to your own needs. We have also included an optional survey you can give to your congregation to help you obtain this information.

Ethnicity

Age

African American	___%	0-18	___%
Hispanic	___%	19-24	___%
Caucasian	___%	25-34	___%
Asian	___%	35-49	___%
Native American	___%	50-64	___%
Other	___%	65+	___%

Socio-Economic Status

(The first column has been intentionally left blank. You'll need to make a decision about how—and even if—you want to measure this. Because socio-economic status and income levels will vary depending upon your context, a one-size-fits-all approach won't work. You can either put income figures in the lefthand column or socio-economic statuses such as "poor," "middle-class," "upper-class," etc.

_____	___%
_____	___%
_____	___%
_____	___%
_____	___%

Languages Spoken

(List all the languages spoken in your congregation, including second languages. Beside each language, note the number of people in the church who speak it.)

SKILL SETS TO BE DEPLOYED

Careers

(Brainstorm and list all the careers—or types of careers—represented within your congregation. No need to be exhaustive. Give yourself 5-10 minutes and come up with as many different occupations as you can. Then go back through the list and circle the occupations that aren't being “used” within your church's ministry.)

Spiritual Gifts

(Use any spiritual gifts inventory to assess the gifts of your congregation. List the different spiritual gifts present in your church. Make special note of the gifts that aren't currently being used in the church.)

Talents

(List all talents in your congregation—such as woodworking, web design, acting, writing, etc.)

CHURCH DESCRIPTION

How has your congregation typically described itself?

(Look back at previously written promotional items about your church and website copy for help on this if you'd like.)

Who is your pastor?

(Remember, few aspects of your church will tell you more about who you are most able to reach than who your pastor is.)

Age:

Ethnic identity:

Highest level of education:

Jobs held outside of ministry:

Children (and ages):

Key Church Ministries

(Jot down some of your church's most fruitful ministries throughout the years. It can be one ministry or several. Also, note any "signature" ministries that your church has a particular passion for. These can be any sort of ministry—from a recovery ministry, to children's ministry, to a language ministry, to a food bank, etc.)

General Community Makeup

(You can go many different places with these demographics. These are just some basic ideas. The U.S. Census Bureau and Socialexplorer.com provide basic information on their websites that can be easy-to-use. You can find data as detailed as a census block for most of it. Google "New York Times census maps" for particularly well-illustrated and easy-to-read maps using 2010 U.S. Census data.)

Ethnicity

Age

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Socio-Economic Status

(Again, use the data and divisions that make sense to you. It is best to use the same divisions you used when you estimated your church demographics earlier.)

WHERE ARE WE GOING?

SECTION 2

If resources were not an issue, what's your greatest hope of what God could do through your congregation?

What do you think your church will be like in five years? Describe your predictions for the makeup of the church, its ministries, and how it will impact the neighboring community—and the wider world.

What do you think your church will be like in 15 years? Describe your predictions for the makeup of the church, its ministries, and how it will impact the neighboring community—and the wider world.

Write down a succinct and memorable vision statement that accurately communicates where you believe God is taking the church.

HOW DO WE GET THERE?

SECTION 3

Take a look back at the information in the first two sections of these worksheets. Pinpoint what will need to take place to go from where you are now (Section 1) to where you want to go (Section 2). It may be helpful to think of individual people instead of the church as a whole. Consider taking a typical unchurched person in your community: What would it take for the church to help that person exemplify your vision?

- 1.** Review what the Bible teaches about the nature and activities of the Church and the ongoing work of Christ in the world. Take a look at these passages as you get started. Feel free to add other passages as you go along. Write down any thoughts that come your way as you study.

a. Acts 1:8

b. Matthew 28:16-20

c. Acts 13:47

d. 1 Corinthians 12:22-27

e. Ephesians 1:22-23

f. Ephesians 2:11-22

2. What are the activities that will move your church (or that individual) forward toward your idealized vision (from Section 2)? (For example, you might list things like corporate worship, small groups, and evangelism.)

3. Take that list and try to narrow it down as far as possible—preferably to three or five activities that you believe everything else your church does should center upon.

4. Take the activities above and translate them into noteworthy phrases. Consider using alliteration or other linguistic devices that will help make the statement as memorable as possible. Write your final mission statement below.

5. Develop a strategy plan. Take each element of the above mission statement and spell out how it will play out in your church body. List the ministries that will support each element. Describe how you will incorporate people into each element of the mission statement. **This will take some time and should not necessarily be done as part of this project. However, it is a crucial step that should be prioritized.**

HOW MUCH DOES IT COST?

SECTION 4

Vision costs much more than just money (think in terms of people and time as well), but money is a good place to start as you begin to quantify what it will take to achieve your church's vision. In the first column list all the different elements you came up with in the fourth part of Section 3. On the right side, list how much you expect to need per year in order to fulfill your vision in that area. Dream big. Don't look at your current budget as you do this exercise. Expect God to provide the needed resources to achieve His vision for your church.

You'll have certain operational costs that won't fit easily into any of the categories (such as staff, utilities, etc.). You can handle those items in a couple different ways. Either fold them into one of the other elements (thus making it clear that everything you do ultimately connects to your mission statement) or make a stand-alone category (or categories) for operational costs.
